

Pilar Vaile, JD

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OCCUPATION

Attorney (JD), labor arbitrator, mediator, and certified administrative law judge (CALJ)

EXPERIENCE

2010-Present. Private Neutral and Labor Arbitrator

2005-2010. Deputy Director & Hearing Examiner, NM Public Employee Labor Relations Board

2004-2005. Vice-Chair of the PELRB

2000-2004. Litigation associate with Youngdahl & Sadin, P.C. and successor firms (Plaintiffs' Railroad, labor, employment, and consumer class action Litigation Associate)

ARBITRATION/NEUTRAL ROSTERS:

American Arbitration Association (AAA)
Federal Mediation and Conciliation Service (FMCS)
National Mediation Board (NMB)
California Public Employment Relations Board
California State Mediation and Conciliation Service
D.C. Public Employment Relations Board
Illinois Educational Labor Relations Board
Michigan Employee Relations Commission
Montana Board of Personnel Appeals
Oregon Employment Relations Board
Washington Public Employment Relations Commission

PERMANENT PANELS:

Freeport McMoRan, private AAA Employment Panel
IRS/NTEU (Mountain West and Pacific Northwest)
SSA/AFGE (Panel 14)
USPS/APWU (Mid-Americas, CO/WY & Seattle Districts) (2011-2016)
USPS/NPMHU (NV/Sierras and AZ Districts) (2013-2017)

PUBLISHED AWARD(S)

IRS and NTEU, 114 LRP 41403 (Arb. Vaile, 2014), *aff'd* 115 LRP 41010 (FLRA).

INDUSTRIES

Border Patrol; Bureau of Prisons, clerical; communications; construction/building trades; government—federal, state, municipal and county; education—public, private, charter, college and university; electrical; food service; health care/hospitals; IRS; manufacturing; Postal Service;

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prison/corrections; professional/paraprofessional; public safety—police and fire; railway; transportation; US Military.

ISSUES

Arbitrability; bargaining unit work; benefits, holiday pay, and leave; clothing/uniforms; conduct (on and off-duty); demotion; disability; discipline and discharge; discrimination (age, disability, race, nationality and gender); health & safety; hiring practices; incentive pay; job classification, posting & bidding; jurisdictional disputes; management rights; official time; past practices; performance appraisals; probationary status; promotion; scheduling; seniority; subcontracting/contracting out; representation petitions; ULPs and prohibited practice complaints; violence or threats in the work place; work hours/schedules and/or assignments.

EDUCATION

National Judicial College (NJC) –Judic. Development Certifs. in Admin. Law and Dispute Resol.
J.D. with Thesis Honors, University of New Mexico School of Law
B.A. *magna cum laude*, UNM
Ovey Comeaux High School, Lafayette, Louisiana

LICENCES/CERTIFICATIONS

Law Licenses - New Mexico (2000) and California (2004)
ALJ Certification- National Association of Hearing Officials (2013)
Designation as Advanced Practitioner in Workplace Arbitration – Association for Conflict Resolution (2012)

MILITARY SERVICE

Louisiana National Guard, Sergeant E-5, Legal and Personnel Specialist, 1990-1993
U.S. Army (active), Specialist E-4, Legal Specialist, 1987-1990 (Ft. Gordon, GA)